From:	Dallesandro Angela
To:	"jack.goodfriend@ring.com"
Cc:	Pearson Louis
Subject:	RE: North Palm Beach Police Public Records Request
Date:	Tuesday, October 1, 2019 11:07:35 AM

Mr. Goodfriend,

Our attorney requested that this information be provided to you:

Please advise ring.com that the Village cannot legally redact the names of its employees and the employees' contact information. While federal law may allow for the weighing of the public interest versus the privacy of the employees, Florida law does not. In fact, an individual's reason for requesting a public record is irrelevant/immaterial. The scope of the Florida Public Records Law is very broad, and every e-mail sent to a public entity in Florida is generally a public record absent a specific statutory exemption.

-----Original Message-----
From: Pearson Louis
Sent: Wednesday, September 25, 2019 4:52 PM
To: Dallesandro Angela
Subject: FW: North Palm Beach Police Public Records Request

See below response from Ring

From: Jack Goodfriend [jack.goodfriend@ring.com]
Sent: Wednesday, September 25, 2019 4:43 PM
To: Pearson Louis
Subject: North Palm Beach Police Public Records Request

Thank you for notifying us of the request that you received under Florida's open records law. We write to request that the names, email addresses, and other contact information of Ring employees be redacted from public disclosure.

Ring employees have strong personal privacy interests in their names and contact information. As private employees of a private company, moreover, Ring employees' names and contact information are not a legitimate matter of public concern. Ring employees' interest in the privacy of their contact information thus outweighs any possible public interest in such information. See, e.g., 5 U.S.C. § 552(b)(6) (exempting from disclosure under the federal Freedom of Information Act (FOIA) "personnel and medical files and similar files the disclosure of which would constitute a clearly unwarranted invasion of personal privacy"); Associated Press v. Dep't of Justice, 549 F.3d 62, 65 (D.C. Cir. 2008) (noting that a citizen's name and address have "been found to implicate a privacy interest cognizable under the FOIA exemptions").

If you do not intend to redact Ring employees' names and contact information, please let us know so that we can discuss further. If you have any other questions, please feel free to contact us. Thank you for coordinating.

Jack Goodfriend
Associate Corporate Counsel
jack.goodfriend@ring.com<mailto:jack.goodfriend@ring.com>

[ring-logo2x]

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